ANNUAL REPORT 1989 1990

MANITOBA ADVISORY COUNCIL ON THE STATUS OF WOMEN

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on the Status of Women
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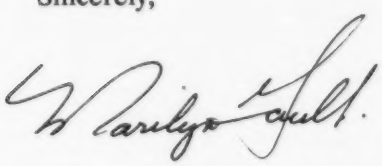
October 1, 1990

The Honourable Bonnie Mitchelson
Minister responsible for the Status of Women
Room 118, Legislative Building
450 Broadway
WINNIPEG, Manitoba
R3C 0V8

Dear Minister:

I am pleased to submit to you the Annual Report of the Manitoba Advisory Council on the Status of Women for the 1989-1990 fiscal year.

Sincerely,



Marilyn Gault
Chairperson

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CHAIRPERSON'S REPORT

The decade of the 90's -- for women -- a challenge for change.

1989-90 was a time for reflection on the progress the women's movement has made and for strategic and tactical planning to move closer to equality for all women in Manitoba. The Advisory Council has adopted the committee method to explore issues and plan actions for change.

We are focussing on three major areas of concern:

* education and training - for it is only through appropriate accessibility to, and methods in, the field of education that women will close the economic gap, achieve advancement, and independence;

* the justice system - equality before and under the law will come through education of all members of the system. Gender-bias in the Courts is no longer denied and education of some of the members has begun.

Violence against women and undervaluing of women and women's work will not be tolerated. Groups are in place to monitor judgements and to work through the system to ensure fair and equal treatment of women. The Advisory Council has been very active in the media, with the Judicial Committee and the Minister of Justice, to react immediately to injustices identified.

* women's health - much needs to be done to influence change in the current system which was designed by men, for men. The Advisory Council will be making several recommendations for change to the task forces operating under the Health Committee, and to the Federal Reproductive Technologies Task Force. Council participated in the formative stage of the Women's Health Directorate making recommendations for its mandate.

We accepted the challenge presented when the Meech Lake Accord threatened equality rights won in the 1981 Charter of Rights and Freedoms. We worked closely with women's groups in Manitoba to voice and defend our concerns. In the final hours we liaised with groups across the country to bring support for our position. The Advisory Council will now promote, with those groups, a strategy to ensure that informed and experienced women will have input into policies at the highest levels. Women must not allow another Meech Lake.

I, as Chair of Council, will continue to meet with women's groups in all parts of the province. Council welcomes dialogue with individuals and groups of women in Manitoba, for it is only through this exchange that Council is able to advise government on the concerns of all women.

ADVISORY COUNCIL

Goal

To advance the goal of equal participation of women in society and to promote changes in social, legal and economic structures to that end.

Background

In 1970, the Royal Commission on the Status of Women recommended the creation of a federal Status of Women Council and similar agencies concerned with the status of women in each of the provinces and territories.

As a result of concerted lobbying by women's organizations across the country, a federal Advisory Council on the Status of Women was established in 1973 and several provincial and territorial Advisory Councils have since been brought into existence.

The Government of Manitoba established the Manitoba Advisory Council on the Status of Women through Order-in-Council in 1980. To ensure its permanence as an independent, arms-length organization, Bill 3, The Manitoba Advisory Council on the Status of Women Act, was introduced in the Manitoba Legislature on March 2, 1987. The Act received royal assent on July 17, 1987.

The Advisory Council Act requires that in appointing members to Council, the Manitoba Government endeavour to select persons who are representative of the various geographic, ethnic and socio-economic sectors of Manitoba.

Mandate

To advise the Government of Manitoba on matters relating to the status of women. The Advisory Council advises government on such matters as are referred by government to Council for consideration and on such other matters as Council may consider appropriate to draw to the attention of the Province.

Role

* To identify issues of concern to women and to conduct independent research into these areas.

* To work closely with government officials from a range of departments to promote the development of government initiatives which reflect the right of women to equality.

* To formulate and submit to the Manitoba Government recommendations which can shape policies, programs and legislation to better serve the needs of women.

* To consult with Manitoba women and women's organizations on existing and emerging issues of concern to women.

* To work in co-operation with women and women's organizations to support and facilitate community activities aimed at improving the status of women.

Structure

The Advisory Council operates as an arms-length body, funded by the provincial government, and reporting directly to the Minister responsible for the Status of Women.

Council currently consists of a Chairperson and 15 members, appointed through Order-in-Council for terms of three and two years, respectively.

Council is supported by a staff of four.

MEMBERS OF COUNCIL

Council membership is representative of urban, rural and northern women. Members have expertise and experience in a broad range of areas of concern to women, including health, education, the justice system, the media, immigration and settlement, labour, farming, employment and training, economics, the arts, spirituality, work in the home, work in the paid labour market, parenting and grandparenting.

Council members consult regularly with representatives of women's organizations throughout the province and with individuals who are working at the community level on women's issues. Members bring concerns expressed by Manitoba women to Council's monthly meetings; they determine priorities and formulate recommendations to the Manitoba Government.

Chairperson
Marilyn Gault, Winnipeg

A private consultant with Mancin Consultants, on business start-up and training for women re-entering the labour force. Founder and Past-President of the Women Business Owners of Manitoba, Member of the Executive Committee of Council for the Winnipeg Chamber of Commerce. Acted as Chairperson of the Chamber of Commerce Task Force on Governance of Red River Community College, currently Chairperson of the Landlord and Tenant Act Task Force of the Chamber. Member of the Alternate Health Care Task Force of the Health Advisory Network, Board Member, Industrial Training Centre. Author of Mancin Business Plan Guide.

Dina Auriti, Brandon

A Licensed Practical Nurse involved in the Western Multi-Cultural Group, the Catholic Women's League, the Inter-Church Council, and the Italian Group of Brandon. Special interest in home, family and seniors' concerns.

Arlene Baillie, Elie

A physical education and Grade 5 classroom teacher at MacGregor, Manitoba. Activist in issues of equality in education. Member of Women's Initiative Action Team and of the Manitoba Physical Education Teachers' Association. Former member of Manitoba Teachers' Society's Equality in Education Resource Team. Interested in recycling and environmental issues.

Judy Burch, Bagot

A farm partner and child care provider; involved in local farm women's group.

Catherine Evenson, Morden

A radio and print journalist in southern Manitoba since 1969. Editor of the Pembina Times. Also does the University of Manitoba Feature File radio interviews. Focus is rural and farm women's issues. Partner in a grain and cattle farm south of Morden.

Pauline Busch, Winnipeg

Education Student at University of Manitoba. President of the Aboriginal Women of Manitoba, Board Member of the Native Women's Association of Canada, served on the Re-Structuring Committee of N.W.A.C. Member of S.U.G.A.R. (Native Diabetics Group). Has been active in the Lynn Lake Friendship Centre. Active with University of Manitoba students opposed to post-secondary funding cutbacks. Interested in essential services for northern communities.

Flora Campeau, Pelican Rapids

A band councillor for fourteen years.

Paula Keirstead, Winnipeg

A community developer, activist in issues of concern to persons of disability at the international, national and local level. Worked with the Manitoba League of the Physically Handicapped, Coalition of Provincial Organizations of the Handicapped, Disabled Peoples International. A Volunteer with the U.N. Decade Conference Committee, the Consulting Committee on the Status of Women with Disabilities, the Disabled Women's Network - Canada, Citizens for Eyecare Education, Prairie Housing Corporation, Lion's Eye Bank, YW/YMCA International Committee. A member of the Nellie McClung Theatre Group.

Edna Lowe, Thompson

Chairperson of Gatekeepers Inc., a health promotion centre in Thompson. Actively involved in the development of a community health clinic. Also Chairperson of Juniper Centre Inc., a life and employment skills training centre for mentally handicapped adults.

Janice Muswagon, Norway House

Key communicator for the Northern Flood Agreement, manager of local radio station. Actively involved with youth of the community.

Ade Marcotte, Ashern

Field Support Postmaster with Canada Post. Past President of the Ashern Chamber of Commerce, Rural Campaign for Heart Fund, Vice-Chair of the Ashern Justice Committee and Committee member for the Ashern Fun Fair. Interested in Youth Justice, Fine Options, wife and child abuse issues, and in educational concerns.

Elodee Portigal, Winnipeg

Vice-President, Genevieve Holdings of Arizona, community activist. Currently serving on Boards of Winnipeg Symphony Orchestra and the Winnipeg Art Gallery. Involved in fund-raising projects for WSO, WAG and Rainbow Stage as well as Canadian Women's Organization for Rehabilitation through Training (O.R.T.). Involved in media and public relations for corporate and private fund-raising. Interested in entrepreneurial opportunities, in health issues and economic concerns of women.

Diane McMillan, Winnipeg

A social worker who does counselling with young women who have been sexually abused.

Pearl Seunarine, Winnipeg

A teacher and ESL instructor. Involved in immigration and multi-cultural activities. Interested in Education, Training and Re-Training, ESL opportunities for immigrant women.

Gisele Tetrault, La Broquerie

A homemaker, active on the parent-teacher committee of Ecole St. Joachim. Director of Societe St. Jean Baptiste, owner of a Marketing Business.

Flora Zaharia, Winnipeg

Former teacher, counsellor and admininstrator. Member of the Health Advisory Steering Committee, Northern Health Services Task Force, Special Olympics Committee, Vice-President of Mokakit Indian Education Research Association, and member of Manitoba Educators of Native Descent. Named Citizen of the Year, in 1982, by the Indian and Metis Friendship Centre and in 1988, received the Order of the Buffalo Hunt Award from the Government of Manitoba.

Honourable Gerrie Hammond Minister responsible for the Status of Women

MLA for Kirkfield Constituency, has been a long-time community activist on issues of concern to women.

The following members completed their terms of appointment to Council in 1989-90:

Beverly Suek
Ruth Blaser
Dianne Brown
Sandra DeLaronde
Terri Deller
Grace Ivey
Michele Pujol
Ruby Reske-Naurocki
Zully Trujillo

RECOMMENDATIONS

"... when aptitudes are accepted as accruing to particular individuals rather than to particular genders; then -- and only then -- will we have achieved a form of gender equality. Women have the same range of temperaments, characteristics, and abilities as do men and society must stop pretending it is otherwise."

- Judge Rosalie Silberman Abella
"Equality in Employment, A Royal Commission Report, October, 1984

MEECH LAKE ACCORD

In April of 1989, the Advisory Council made a presentation to the Manitoba Task Force on the Meech Lake Constitutional Accord. Council supported the detailed recommendations put forward by the Ad Hoc Committee, of which Council has been an active member. Council stressed the importance of addressing women's concerns in three specific areas. The Advisory Council strongly reiterated its concerns:

Recommendations

* **that the Meech Lake Accord must be amended so as to ensure that the equality rights contained in the Charter of Rights and Freedoms prevail over the Accord. The hard won equality rights achieved in 1981-82 must not be compromised now.**

* **that the process by which the Meech Lake Accord was drafted and signed was "profoundly undemocratic". The making of a constitution should concern and involve all Canadian citizens to the fullest practical extent.**

* **that there are too many ambiguities and vague concepts in the Accord when it deals with cost-shared programs. There must be a clear statement that all Canadians will be able to benefit equally from national cost-shared programs with minimum national standards.**

The Advisory Council believes that a companion resolution will not properly address these concerns. The Accord itself must be amended. Council welcomes the efforts to bring Quebec into the Constitution. However, we must also reflect the needs of all Canadian citizens in this critical document.

Council will continue to monitor developments in the Meech Lake discussion and continue to represent Council's position on these major areas of concern to women.

HUMAN RIGHTS

Canadian Human Rights Commission

On May 15, 1989 a brief was presented to the Canadian Human Rights Commission, as a joint project between the Charter of Rights Coalition (Manitoba), the Manitoba Action Committee on the Status of Women, and the Manitoba Advisory Council on the Status of Women. The joint project was undertaken so as to give a widely representative view of equality-seeking groups in this province. The brief addressed four general categories: employment, prohibited grounds for discrimination, discriminatory practices, and the structures and processes of the Commission and Tribunals.

Recommendations

We support the Commission's recommendations

* for changes in the Act which would require a systemic approach to pay equity and would put the onus on employers to develop a job evaluation plan and eliminate wage disparities, and

* that non-compliance become a statutory offence and that the Commission's powers be enhanced to monitor compliance and to initiate complaints.

We further recommend:

* that the Commission commit itself to be as pro-active as possible, under its existing powers, in the area of pay equity.

We support the recommendation:

* that the Commission be empowered to conduct systematic reviews of those employers covered by the Employment Equity Act.

We further recommend:

* that the Canadian Human Rights Act be amended to delineate clear powers to impose remedies, including the development of comprehensive affirmative action programs.

We support the recommendation:

* that employers and service-providers have a duty to take steps to accommodate individual needs and circumstances that are related to prohibited grounds of discrimination.

We further recommend:

* that any amendment be drafted in the broadest possible manner and that the Commission apply it in such a manner.

* that the Act be amended "to ensure that it covers systemic discrimination".

* that the Act clearly delineate that dress codes must not be used to discriminate against employees on the basis of sex, or to pose standards that are not a legitimate requirement of the job being performed.

We support the recommendation:

* to amend the Canadian Human Rights Act to include sexual orientation as a prohibited ground for discrimination. We firmly believe in the principle that all individuals are to be judged according to personal merit and qualifications, and that each of us is entitled to the same basic human rights.

We recommend:

* that discrimination on the basis of source of income be added to the list of prohibited grounds.

* that the Canadian Human Rights Act be given clear supremacy over the Indian Act, or any other federal law.

* that the Canadian Human Rights Act be amended to state specifically that appointments to the Human Rights Tribunals, and to the Commission itself for that matter, be made on the basis of established competence in the field, and that Commissioners and Tribunal members reflect the composition of the Canadian population, including male/female ratios. The appointment process should also be open to the community and nonpartisan.

* that the Canadian Human Rights Act be amended to include protection from acts of retaliation for any person who: 1) has filed or may file a complaint under the Act; 2) has laid or may lay an information under the Act; 3) has made or may make a disclosure concerning a possible contravention of the act; 4) has testified or may testify in a proceeding under the Act; 5) has participated or may participate in any other way in a proceeding under the Act; 6) has complied with, or may comply with, an obligation imposed by the Act; 7) has refused or may refuse to contravene the Act.

* **that the amendment be inserted in the Act in a manner which will ensure that a complaint of retaliation will be dealt with in the same manner and with the same standard of proof as any other complaint laid under the Canadian Human Rights Act.**

* **that additional resources are critical if the Canadian Human Rights Commission is to deal speedily and effectively with complaints, as well as do the critical work that will prevent future complaints and widen existing public commitment to human rights issues.**

HEALTH

New Reproductive Technologies: A Bibliography

During 1988-89, the Advisory Council compiled a bibliograpy on Reproductive Technologies. During the 1989-90 year, information has been collected on New Reproductive Technologies in order to consider the very recent developments in technology that have far-reaching effects on individuals and on society. This current information has been compiled and included in a bibliography on New Reproductive Technologies, which is now available through Council office.

New Reproductive Technologies: Issues and Questions

The new reproductive technologies such as surrogate motherhood, pre-natal testing, and test tube babies raise significant ethical, medical and public policy issues. We must become informed in order to ensure that the impact of the new technologies is beneficial to women, and to society as a whole. The Advisory Council has published this Issues and Questions paper for use as a basic information guide and discussion tool. The major issues which arise because of a particular development are reviewed, and questions for discussion are posed. The paper is available through Council office.

SPORTS

The Advisory Council responded to the Discussion paper presented by the Manitoba Sport Directorate's Advisory Committee. In addition to reiterating recommendations put forward in our report on the Manitoba Lotteries Foundation, Council endorsed the recommendations on Structure, Policy and Funding as put forward by the Committee on Women and Sport. The recommendations include proposals dealing with a new ministry as well as proposals for the existing structure. The recommendations present two options dealing with each structural possibility, as well as recommendations on policy and funding applicable to either structure.

The Committee also recommended a proactive, affirmative action policy to enhance the participation of girls and women as athletes, coaches, instructors and administrators within the Manitoba Sports Federation and within Manitoba Education.

The Advisory Council also endorsed the recommendations put forward by the Charter of Rights Coalition. CORC's recommendations reinforce those put forward by the Committee on Women in Sport.

The Advisory Council strongly supports the positions of both organizations that adequate and equivalent funding be provided for female sports activities as for those of males.

JUSTICE

Law Reform Commission Report: The Independence of Provincial Judges

The Advisory Council endorsed recommendations from this report that dealt with many of the issues previously brought to the attention of the government by Council. Council is particularly pleased:

* that the Provincial Court

Act institutes a nominating structure for provincial judges and recommends that a criterion for gender-balanced representation be added to the criteria for committee selection;

* that family responsibility leave, shorter service requirement for full pension benefits are recommended for provincial judges - significant provisions for women;

* that development of a Judicial Code of Conduct has been recommended;

* that the report used gender-neutral language.

Recommendation:

* **that the proposed judicial evaluation system be extended to include all judges, and not limited to newly appointed judges.**

Elder Abuse in Manitoba

The Advisory Council responded to the Manitoba Seniors' Directorate Discussion Paper on "Elder Abuse" with a focus on the status of women perspective. While the paper does address the issue of elder abuse, Council has some concern that gender as a factor in elder abuse is given only passing mention. The Council believes that a basic philosophy behind any strategy to deal with elder abuse must support the autonomy of elderly people, and their rights to determine their futures to the best of their abilities.

Recommendations

* **that all efforts to prevent and deal with elder abuse are consistent and compatible with other programs dealing with family violence;**

* **that accurate information should be gathered on all aspects of this problem, both within Manitoba and from other jurisdictions with experience in the area, with the goal of increasing the effectiveness of treatment and prevention;**

* **that all factors relevant to the problem of elder abuse, be examined including issues of gender, culture, economic dependence, and stresses on various types of family units;**

* **that existing resources and programs be examined for adequacy and gaps, and to commit sufficient financial and other resources to improve and extend these services wherever needed;**

* **that resources and programs are culturally appropriate and free of bias or assumptions about the "normative" family unit;**

* **that budgetary and time guidelines be established as part of a long-term, co-ordinated strategy to deal with elder abuse in Manitoba.**

HEALTH

Women's Health Directorate

The Advisory Council responded to a consultation paper prepared by Manitoba Health concerning a Women's Health Directorate. Council wholeheartedly supports the establishment of a Directorate in order to address the issue of women's health in a formal, integrated way.

Council would like to see a strong emphasis on community involvement included in the proposal, plans for assignment of staff to rural and northern areas and a plan for a monitoring mechansim, such as an Advisory Council, included in the plan. Council also stressed the need for detailed analysis of health care costs for women, to determine instances of "over-medicalization" or under servicing. Council welcomes the focus on women's health issues that would be provided by a Directorate.

VIDEO CLASSIFICATION

The Advisory Council met with several community groups who support the establishment of a video classification system for home-use videos. The

Council and many individuals and groups expressed concern about the lack of such a system and the resulting difficulty for the public in assessing whether or not videos are pornographic.

The Chairperson met with the Honourable Bonnie Mitchelson, Minister of Culture, Heritage and Recreation, to express these concerns. Council and interested members of the public will be meeting with department officials to discuss options available for setting up a classification system.

OPEN HOUSE, March 20, 1990

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COMMUNITY INVOLVEMENT

Listening to women's voices, past and present, tell of their experiences is essential to an understanding of women's search for respect and equality. Through these voices, we learn not only of indignities suffered, but of progress made through the confluence of public debate spurred on by women's groups, of politicians responding to an articulate and vocal female electorate, and of government officials carrying out the political will.

- Sylvia Gold
In the Foreward of: The Equality Game: Women in the Federal Public Service (1908-1987), Nicole Morgan, Canadian Advisory Council on the Status of Women, 1988

As advisor to the Manitoba Government on matters of concern to women, it is essential that the Advisory Council is active in the community and accessible to women's organizations across the province. Council serves as a link between women and the Manitoba Government, ensuring that the priority concerns of women are brought to the attention of government decision-makers.

Council supports the efforts of women's organizations and often brings individuals and groups together on issues of common concern.

Administrative assistance is also offered to groups by providing them with meeting space, use of photocopying facilities and assistance with mailing costs.

This year, the Council has had as a major focus, an increased liaison with community groups in rural and northern areas, as well as in urban centres. To this end, it is a goal of the Chairperson to organize a community meeting in each of the Council members' areas. By visiting the local areas, Council hopes to become more attuned to the specific needs and concerns of women.

Community Meetings

The first of these meetings was held in Morden in December. In January, the Chairperson met with a number of women's organizations as well as with individual women in Brandon. A third meeting is planned for Portage la Prairie in April.

The following are other examples of Council's community activities during 1989-90:

Midwifery Day

The Advisory Council declared May 9 as "Midwifery Day". A celebration was held at The Sheraton to honor the age old practice of midwifery. The celebration included guest speakers, refreshments and entertainment for children. Council hopes that the celebration will focus attention on the issue, and help prompt a positive government response to our recommendations of September 1988. The Council has recommended the legalization of midwifery and, the integration of midwifery services with Manitoba's health care system.

S.T.E.P. Student

During the summer of 1989, Council was fortunate to

have the services of a Quebec exchange student, who did research on Adult Survivors of Child Sexual Abuse.

"Hear the Silence"

In February, 1990 the Council co-sponsored the "Hear the Silence" Conference in Brandon, hosted by Adults Molested as Children (A.M.A.C.). The Conference was designed to bring together the service providers who deal with survivors of sexual abuse. Participants were successful in bridging professional barriers that prevent an inter-disciplinary approach to dealing with victims.

Apprenticeship and the Arts

Council was a co-sponsor of the Apprenticeship and the Arts project. Council made a donation to the prizes and participated in the selection of winners.

Women in Trades and Technology

Council sponsored the attendance of three northern women at a national organizational meeting of Women in Trades and Technology.

Meech Lake Accord

The Advisory Council has been involved, on an ongoing basis, with a number of groups studying the Meech Lake Accord and the proposed Companion Resolution to determine their effects on women. Council has consistently stated their objections to the constitutional process surrounding the Accord, the need to protect Charter rights, and the need to protect federal cost-shared programs. Council will continue to monitor Meech Lake proceedings and to consult with women regarding the effects of Meech Lake and any proposed amendments.

International Women's Day

The Council was pleased to participate in the International Women's Day event held at the Legislature on March 8, 1990. The Chairperson of the Council was Mistress of Ceremonies for the occasion and welcomed participants to share in the celebration of women's achievements to date.

Council also co-sponsored a meeting with the Women Business Owners to promote International Women's Day.

International Day for the Elimination of Racial Discrimination

The Manitoba Federation of Labour's International Day celebration was co-sponsored by the Advisory Council.

Women's Post Treatment Centre's Book Project

The Advisory Council is co-sponsoring the Centre's Book Project in order to make the book accessible. The Council's contribution will enable the Centre to produce audio tapes.

F.R.A.P.P.E. (Women for Access to Political and Economic Power)

The Advisory Council hosted an information session at which the President of F.R.A.P.P.E., Danielle Debbas, provided information to individuals and groups concerning the First World Summit on Women and the Many Dimensions of Power, to be held in Montreal in June of 1990.

The Council held a second meeting to discuss funding strategies for women interested in attending the Summit. The Summit conference is being organized to commemorate the 50th anniversary of Quebec women winning the right to vote and to plan strategies for gaining access to the corridors of power.

Joint Meetings of Advisory Councils

Twice a year, the Chairperson of the Advisory

Council attends joint meetings of Federal/ Provincial/Territorial Advisory Councils to discuss issues of mutual concern. All jurisdictions are represented with the exception of British Columbia, which does not yet have an Advisory Council.

This year's meetings took place in Halifax in April, and in Whitehorse in September.

Meeting with Cabinet

The Advisory Council was pleased to have the opportunity to meet with the Premier and some of the members of Cabinet and to be able to present their concerns directly to the appropriate department.

Members of the Council met with Premier Gary Filmon to discuss a variety of issues of concern to women: education and training, health care, women and the criminal justice system.

At a meeting with the Honourable Don Orchard, Minister of Health, Council members discussed their concerns regarding women and health in such areas as: availability of mammography units, mobile specialist units, services to northern women, midwifery and the use of para-professionals.

Council members also met with the Honourable Len Derkach, Minister of Education, to discuss issues regarding women in the areas of education and training.

Speaking Engagements

Both the Chairperson and members of the Advisory Council are available to speak to groups about issues of concern to women. A few examples of the topics covered in 1989-90 were:

- **Women/Wife Abuse**
  YWCA, Brandon
- **Women and Lobbying**
  Community Nurses Meeting
- **Women: Education/ Training and Economics**
  Images of Women Conference, Thompson
- **Women as Entrepreneurs**
  Y Neighbours Group

As well as speaking at conferences, Council members attended a wide range of conferences as participants. Examples include:

- **National Conference on Day Care**
- **National Forum on Entrepreneurship**
- **National Assembly of Native Women's Association**
- **Women and Aging**
- **Winning Women**
- **National Symposium of The Canadian Advisory Council on the Status of Women**
- **Women and Substance Abuse**
- **Manitoba Women Educating for Change**

Council's Chairperson and members are frequently asked by representatives of the media to comment on current issues of concern to women. Numerous interviews have been conducted in both French and English on a variety of topics. A few examples are:

- **Court ruling that pornographic movies are legal**
- **Inappropriate judicial comments**
- **Transitional funding to assist welfare recipients who are trying to become economically independent**
- **Inappropriate pictorial advertisements**
- **Constitutional change**

Council Sub-Committees

During the past year, Council has decided to work under a committee system. Committees were set up to deal with major areas of concern to Council members: Violence Against Women/Legal

and Justice, Women and Education/Training, Women and Health Committee.

Violence Against Women/Legal & Justice Committee

The committee has as its broad, general goal the enlightenment of the judicial system as to the position and needs of women within this system. The committee is interacting with relevant community resources to ascertain what activities and initiatives are taking place. They will develop an action plan and strategies that Council will initiate in order to address women's concerns related to the legal and judicial system.

Education/Training Committee

The Education/Training Sub-Committee has as its major focus, equality of opportunity in education and training. The Committee has examined the literature available and consulted with many community groups to discover the gaps and weaknesses in the current system. With a view to increasing awareness of attitudes which present barriers to women's equality, the Committee is planning to establish contacts with teacher training institutions. By influencing teachers, it is hoped that existing inequalities and stereotypes will be recognized as interfering with girls' and women's equal opportunities, both in the schools and in the work force.

FRONT ROW (L-R): Catherine Evenson; Marilyn Gault, Chairperson; The Honourable Gary Filmon, Premier; The Honourable Gerrie Hammond, Minister responsible for the Status of Women; Diane McMillan; Flora Zaharia

BACK ROW (L-R): Edna Lowe; Arlene Baillie; Elodee Portigal; Pauline Busch; Dina Auriti; Pearl Seunarine; Gisele Tetrault; Paula Keirstead; Judy Burch; Ade Marcotte

Health Committee

The goal of the Health Committee is to research and report on the best methods to improve women's health care and to facilitate women's involvement in health care planning. The major objective is the promotion of regional health clinics which would offer programs specifically for women, as well as other services. These clinics would be operated as community health clinics with women participating in policy and program development, focussing on promotion of women's health and the prevention of disease.

The Committee is meeting with representatives of existing community clinics to discuss relevant issues.

A brief will be prepared, promoting the concept of such clinics as well as their benefits to women and their communities.

FUTURE DIRECTIONS

Collective action has brought women in Canada closer to full equality than the suffragists ever could have dreamed. Where women were once warned that it was against nature to expect equal pay for doing the same work as men, now women have the confidence to demand equal pay for work of equal value. Still, eternal vigilance is required, not only to advance towards total equality, but to protect the advances already won.

Penny Kome in "Every Voice Counts: A Guide to Personal and Political Action" Canadian Advisory Council on the Status of Women: 1989

The Advisory Council has identified major areas of activity for 1990-91.

Reproductive Technologies

The Advisory Council will continue to participate in a community-based working group studying reproductive technologies. Council will make a presentation to the Royal Commission on Reproductive Technologies in October.

Women and Health

Council's Chairperson will serve on the Alternate Health Care Task Force of the Health Advisory Network.

Women and Education

The Advisory Council is a member of a Coalition of groups concerned with education and training. The goal of this Coalition is to develop strategies and an action plan to improve education and training programs for women.

Women and Substance Abuse

Council will have a student Volunteer for the summer. This student will investigate existing treatment programs for alcoholism and drug abuse and report innovative programs from other jurisdictions.

Winning Women: Power & Ethics

A major conference is planned for the coming year to celebrate women's increased participation in the political arenas and to encourage more women to become politically involved.

PUBLICATIONS

The Advisory Council has prepared a number of research reports and submissions on a variety of issues of concern to women. The following are available free of charge from the Council office:

Annual Report, 1988-89
September, 1989

New Reproductive Technologies: Issues and Questions
July, 1989

The Manitoba Lotteries Foundation: Are Women in the Game?
March 1989

Annual Report, 1987-88
September 1988

Midwifery: Recommendations to the Manitoba Government
September 1988

Annual Report, 1986-87
November 1987

Spokesperson's Guide
September 1987

Response to the Position Paper on the Framework for Diversification in Western Canada
August 1987

Midwifery: A Discussion Paper
May 1987

Moving Forward: A Triennial Report (December 1982 - March 1986)
March 1987

Women in the Labour Force: A Case Study of the Manitoba Jobs Fund
February 1987

The Economic Realities of Women Under the Manitoba Family Maintenance Act
October 1985

The "System's" Response to Victims of Incest in Manitoba
January 1985

Sexual Assault: Manitoba Concerns
November 1985

Information on Pornography
June 1983

Report on the Manitoba Pension Commission Hearings
March 29, 30, 1983

BRIEFS/SUBMISSIONS

New Reproductive Technologies: A Bibliography
January, 1990

Response to "Elder Abuse in Manitoba" Manitoba Seniors Directorate Discussion Paper
November 30, 1989

Manitoba Sport Policy
Advisory Committee Discussion Paper
October 6, 1989

A Brief to the Canadian Human Rights Commission
May 15, 1989

Presentation to the Manitoba Task Force on the Meech Lake Constitutional Accord
April 27, 1989

Brief Presented to the Manitoba Task Force on Child Care
January 18, 1989

Presentation to the Public Hearings on Bill 11, The Child Custody Enforcement Amendment Act
December 15, 1988

Submission to the Aboriginal Justice Inquiry
September 13, 1988

Submission to the High School Review Panel
May 6, 1987

Brief To A Committee of the Legislature Regarding Bill 47, The Human Rights Code
July 9, 1987

The Economic Realities of Women
November 1984

Pornography: Presentation to the Special Committee on Pornography and Prostitution Appointed by the Minister of Justice of Canada
April 1984

Reproductive Health:
Recommendations to the
Government of Manitoba
May 16, 1983

WE'VE MOVED!

In November, 1989, the Advisory Council moved its offices from 450-500 Portage Avenue to 210-500 Portage Avenue.

We are very pleased with our new space, which provides excellent office space, a boardroom and convenient storage facilities. The new space is readily accessible to the public. We welcome you to come and visit us in our new location.

On March 20, 1990 we held an Open House to officially celebrate our move. We were pleased to welcome about 150 members of the community, government and business representatives.

TOLL FREE NUMBER

Our toll free number is 1-800-282-8069. When the government operator answers, ask for the Advisory Council on the Status of Women and you will be connected to our office.

FINANCIAL STATEMENT, 1989 - 1990

Salaries

Managerial	$ 45,694
Professional/Technical	39,393
Administrative Support	52,157
Total Salaries	**$137,244**

Other Expenditures

Personal Services	$ 43,263
Grants/Transfer Payments	-
Transportation	19,472
Communication	16,904
Supplies and Services	23,942
Physical Assets	6,485
Other Operating	16,413
Total Other Expenditures	**$126,479**
TOTAL EXPENDITURES	**$263,723**

Haworth & Kuhtey
CERTIFIED GENERAL ACCOUNTANTS

260-1630 Ness Avenue
Winnipeg, Manitoba R3J 3X1
Telephone (204) 786-8948

AUDITORS' REPORT

To the Chairperson and Members of the Council
Manitoba Advisory Council on the Status of Women:

We have examined the statement of operations of the Manitoba Advisory Council on the Status of Women for the year ended March 31, 1990. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion, these financial statements present fairly the financial position of the council as at March 31, 1990, and the results of its operation for the year then ended in accordance with generally accepted accounting principles.

Haworth & Kuhtey

Certified General Accountants

June 12, 1990
Winnipeg, Manitoba

Information and Publications available at

Manitoba Advisory Council
on the Status of Women
210-500 Portage Avenue
Winnipeg, MB. R3C 3X1

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